



Trusting in Youth in Zimbabwe (TYZ)

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**Fourth Quarterly Narrative Project Report
(October 1, 2013 to December 31, 2013)**

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List of Acronyms

BHR	Buhera
BRDC	Buhera Rural District Council
CHT	Chitungwiza
DA	District Administrator
FGD	Focus Group Discussion
GOZ	Government of Zimbabwe
GNU	Government of National Unity
GPA	Global Political Agreement
GYBI	Generate Your Business Idea
ILO	International Labor Organization
M&E	Monitoring and Evaluation
MoU	Memorandum of Understanding
NPRC	National Peace and Reconciliation Commission
PA	Provincial Administrator
SADC	Southern Africa Development Community
TSU	Technical Support Unit
TYZ	Trusting Youth in Zimbabwe Project
USAID	United States Agency for International Development
YASC	Young Africa Skills Centre
YETT	Youth Empowerment and Transformation Trust

1. EXECUTIVE SUMMARY

While the political processes that were prevailing during the quarter under review slowed down program implementation, the demand for attaining the TYZ program goal of ensuring that *Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives* became even more apparent. Activity implementation continued amid the difficulties associated with maneuvering the politically sensitive environment.

Activities implemented during this quarter were largely a continuation of those that were initiated in the previous quarter and were contributing to all three project objectives. These multiple activities enabled us to reach a total of 434 (209 female and 225 male) youths adding to the cumulative total of youth who have benefited from the project to date. The project scaled up interventions that improve the economic opportunities for youth by facilitating vocational training. Through the iterative processes, the valuable lessons learned were incorporated in the implementation process as we recruited additional youth for vocational training. We successfully conducted training on ISAL in Chitungwiza (CHT) which resulted in the formation of eight savings and loans groups. Members of these groups are now meeting regularly for borrowing and lending purposes. They are also using these meetings to discuss and plan other community programs. In an effort to provide youth with market information, we completed an analysis of the youth led market assessment and produced a report with recommendations that include areas which the project can address to enable the youth to take advantage of market based approaches in their livelihoods strategies; this assessment report is attached with the quarterly report submission. To build the capacity of youth to constructively engage with local and national governments, working together with our partner YETT, we conducted meetings with the Ministry of Youth and the Organ on National Healing. Two exchange visits were also conducted between Buhera (BHR) and CHT. By participating in these exchanges youths from the rural area had an opportunity to learn about what their urban counterparts face and vice versa. An assessment of the feasibility of setting up an early warning and early response system for violent conflicts was conducted by an international consultant who has extensive experience in Early Warning - Early Recovery (EWER) systems. The assessment recommended the need to recast the project focus with regards to EWER given the absence of a government supported EWER system at the national level. It was realized that in the current state of affairs, the project is likely to benefit more from focusing on community hazards and capacitating local structures that would easily take on the role of community monitors should the need arise.

2. CONTEXTUAL ISSUES

This quarter was significantly different from the previous one in that all the election mayhem that characterized the previous quarter was over and the nation was going to business amidst a new political dispensation that necessitated the end of the era of the inclusive government. Despite elections having been conducted on the 31st of July, there were unexplained delays in appointing the new cabinet which only happened on the 10th of September 2013. The demise of the inclusive government, that has various Ministerial posts which were filled by ministers from the three political parties represented in the Government of National Unity. ZANU-PF dominating the new government, necessitated filling in the vacant posts left by opposition party ministers with their own. Most of the newly appointed cabinet ministers took time to get to know their respective ministries and key stakeholders working in partnership with their ministries. Some ministries even went a step further to engage in consultations with these stakeholders as they drafted their 5 year strategic plans covering 2013 – 2018 implementation periods. Engagement of news houses by the newly appointed Minister of Information, Professor Johnathan Moyo, was well publicized. Warming up to the private media by this Minister saw Community Radio Harare withdraw its High Court Petition compelling the Broadcasting Authority of Zimbabwe to grant CORAH an operating license. The withdrawal was in anticipation of cordial working relationships with the new government.

The appointment of “perceptibly soft” Francis Nhema as the new Minister of Youth, Indigenization and Economic Empowerment is likely to have some noticeable impact on the country’s issues related to youth and indigenization issues. Some analysts view this as a sign that the GOZ is now softening on indigenization as opposed to the former period where the Ministry was headed by the brazen Savior Kasukuwere. It is therefore anticipated that there will be some observable changes in the course of action that the country will take especially in view of youth issues. At the moment it is a little too early to anticipate exactly how these changes will affect TYZ. However the implementation of activities that were planned and agreed upon with the relevant departments in the Ministry during the tenure of office of Minister Kasukuwere have been delayed as the new management team was waiting for go ahead from the New Minister and they have been rescheduled to the forthcoming quarter. This scenario resulted in delays in completing planned activities and was not peculiar to the Ministry of Youth alone but also applied to other government ministries and departments. Staffs were trying to adjust their business to be in line with the reality of a ruling ZANU-PF government with over two-thirds majority in parliament. As the ministers were in the process of familiarizing themselves with their new portfolios, some were jostling to amend the modus-operandi in bids to bring about “new ways of doing business”. Interaction with the civil society and non-state actors was also put under scrutiny.

The quarter under review coincided with the beginning of the 2013/14 agricultural season, and young people participating in the program in Buhera were becoming more concerned about preparing for the new season as they were now prioritizing productive activities over participation in TYZ project activities. Due to the failure of the previous agriculture season, the government was also increasingly becoming concerned about assessing the extent of food shortages and registering households for food aid and input distribution for the forthcoming season. One of the wards participating in the project was singled out in Buhera as being needy and therefore is on the list of 16 out of 33 wards of the district that will be benefiting

from food aid. It is estimated that over two million people will require food aid between January and March of 2014. Buhera, one of the TYZ project areas, is prone to droughts, and associated food shortages especially during this lean season, are likely to slow down project implementation.

3. The TYZ Project Goal and Objectives

The over-arching theory of change guiding this project is that *if Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives they will be less likely to engage in violence.*

Mercy Corps is contributing to this high social transformative purpose through three interrelated objectives which are;

- 1) *Increase youth's ability to be resilient and plan for the long term by working together on livelihood's initiatives.*
- 2) *Strengthen capacity of youth, communities and local government to protect their communities.*
- 3) *Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.*

In this project, Mercy Corps is addressing risk factors that contribute to youth joining violent groups through helping the youth to use their assets to form positive social capital.

A: Cumulative Progress Overview October - December 2013

Table 1: Cumulative Program Progress

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
Goal: Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives					
# of people from ‘at-risk’ groups reached through USG-supported conflict mitigation activities. Disaggregated by: age and gender	800	225	209	434	54.25
	Age				
	18 -20	51	44	95	
	21 – 25	49	55	104	
	26 – 30	61	56	117	
	31 – 35	64	54	118	
	Over 35	6	15	21	
% change in youth who report engaging in or approve of political violence. Disaggregated by: age and gender	Baseline value -30%	0	0	0	0%
Objective 1: Increase youth ability to be resilient and plan for the long term by working together on livelihoods initiatives					
1.1.1 # of young persons completing USG-funded workforce development programs. Disaggregated by: age and gender	800	225	209	434	54.25%
	Age				
	18-20	51	44	95	
	21-25	49	55	104	
	26-30	61	56	117	
	31-35	64	54	118	
	Over 35	6	15	21	
1.2.1 # of new groups or initiatives created through USG funding dedicated to resolving conflict or the drivers of the conflict	16	n/a	n/a	14	87.5%
1.2.2 # of youth-led businesses started Disaggregated by: age and gender	50	6	12	18	36%
	Age				
	18-20	1	1	2	
	21-25	1	2	3	
	26-30	1	1	2	
	31-35	3	8	11	
	Over 35	0	0	0	
1.3.1 % change in # of youths demonstrating positive long-range ‘personal planning’ reaching beyond the duration of the program. Disaggregated by: age and gender	Baseline Value +40%	6	12	18	
	Age				
	18-20	1	1	2	
	21-25	1	2	3	
	26-30	1	1	2	
	31-35	3	8	11	
	Over 35	0	0	0	

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
1.3.2 % change in the # of youth who are able to save money. Disaggregated by: age and gender	Baseline Value +30% Age	36	63	99	36%
	18-20	10	13	23	
	21-25	5	12	17	
	26-30	10	18	28	
	31-35	11	16	27	
	Over 35	0	4	4	
1.4.1 % change in number of youth achieving greater economic independence as a result of income generation activities. Disaggregated by: age and gender	Baseline value +30%	0	0	0	0%
1.4.2 % change in # of young people in target communities who feel they have something to lose if violence breaks out. Disaggregated by: age and gender	Baseline value +50%	0	0	0	0%
Objective 2: Strengthen capacity of youth, communities and local government to protect their communities					
1.1.1 # of USG programs supporting a conflict and/or fragility early warning system and/or response mechanism	1	n/a	n/a	1	100%
2.2.1 Number of people attending USG-assisted facilitated events that are geared toward strengthening understanding and mitigating conflict between groups Disaggregated by: age and gender	400 Age	57	51	108	27%
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
	31-35	17	10	27	
	Over 35	0	3	3	
2.2.2 # of people trained in conflict mitigation/resolution skills with USG assistance. Disaggregated by: age and gender	400 Age	57	51	108	27%
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
	31-35	17	10	27	
	Over 35	0	3	3	
2.3.1 # of peer to peer networks established	16	n/a	n/a	4	25%
2.3.2 % change of # of youth engaging in risky behaviors (drinking, drugs, transactional sex). Disaggregated by: age and gender	Baseline Value -40%	0	0	0	0%
Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.					
3.1.1 : # of youth who have completed USG-assisted civic education training programs	400 Age	57	51	108	27%

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
	31-35	17	10	27	
	Over 35	0	3	3	
3.2.1 # of local mechanisms supported with USG assistance for citizens to engage with their sub-national government.	8	n/a	n/a	4	50%
3.2.2 # of community-based reconciliation projects completed with USG assistance	16	n/a	n/a	0	0%
3.3.1 # of youth involved in youth-led advocacy campaigns targeted towards policy and public investment decisions.	400	57	51	108	27%
	Age				
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
	31-35	17	10	27	
	Over 35	0	3	3	
3.4.1 % change in number youth who believe that they can contribute positively to the development of their communities. Disaggregated by: age and gender	Baseline Value +50%	0	0	0	0%

B: Program Interventions

Program Progress – October to December 2013

Objective 1: Increase youth ability to be resilient and plan for the long term by working together on livelihood projects

Summary Achievements

- 44 youth (23 female and 21 male) and two male adults from BHR participated in level two business management skills training
 - 152 youth (83 female and 69 male) and 18 adults (6 female and 12 male) received livestock production and management in BHR
 - 52 youth (23 female and 29 male) and ten adults (7 female and 3 male) received horticultural training in BHR
 - Eight savings and loan groups formed after 43 youth (30 female and 13 male) were trained in the ISAL methodology in CHT.
 - 40 youth (28 female and 12 male) were enrolled for vocational skills training at Young Africa Skills Centre in CHT
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Activity 1.1 Train youth in life, psychosocial, and business skills

A total of 242 young people (128 female and 141 male) including 13 adults (ten women and three men) representing community leadership and project stakeholders participated in a variety of training sessions aimed at developing life skills and business management skills of the youth. Self-selected youth participated in a three part comprehensive training program at YASC offered over a period of ten weeks. Basic computer training, business management and technical skills training constituted the three parts of the program. Business training level two conducted in BHR attracted a total of 44 youth and two adults from collaborating government ministries. Since the participants had already undertaken the initial training on Generate your Business Idea, the focus of this follow up training was on developing individual business plans through practical exercises. The curriculum that Mercy Corps is using for these trainings is adapted based on the ILO developed modules of business skills training. As an output of the training, each participant had developed their individual business plan and they were provided with one on one mentoring and advice on feasibility of their business ideas. We have noted that youth will require continual support and mentoring in their business enterprises. The project team provided one on one mentoring as part of the training, and each draft business plan was assessed and youth were advised on the feasibility of their plans.

Table 2: Cumulative Skills Training Participants

	Buhera			Chitungwiza			BOTH DISTRICTS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
AGE									
18 -20	15	16	31	7	12	19	22	28	50
21 – 25	16	17	33	7	18	25	23	35	58
26 – 30	19	26	45	4	7	11	23	33	56
31-35	30	26	56	16	6	22	46	32	78
Total	80	85	165	34	43	77	114	128	242

Activity 1.2 Conduct youth-led market assessments for livelihood opportunities in Buhera and Chitungwiza

This activity was completed during the quarter under review (please refer to attached detailed assessment report).

Activity 1.3 Promote good savings practices and access to capital while increasing social cohesion among youth through development of Internal Savings and Loan groups (ISALs)

A total of 43 youth (30 female and 13 male) were trained in ISAL methodology in CHT. This brought the total to 96 youth (60 female and 36 male) trained to-date in this methodology in both districts. It is interesting to note that this activity was more popular with young women than young men. This could be probably due to the fact that women have always participated in informal microfinance activities and they value the contribution value social capital to the well-being of their families more than their male counterparts. By

putting to use the skills gained in this training, the youth will boost their savings while improving access to capital for investment in their enterprises. Eight savings groups were formed as a result of this training bringing the total number of groups formed to 14. Participating in ISAL also promotes group cohesion a necessary condition for peace building. While youth will be attracted to these groups by the prospects of growing their finances, ISAL groups also act as support groups for other social issues. What is interesting to note in the case of Chitungwiza is that some youths really wanted to make their groups work, but they realized that they needed older people in their groups as a means of stabilizing the groups. When they went back home, they mobilized well targeted adults and convinced them to join their groups. While the project trained 43 individuals, 48 people are actively participating in this project intervention with an average membership growth rate of +0.02%.

Table 3: Cumulative Total of Youth Trained in ISAL methodology by age and sex

AGE	BUHERA			CHITUNGWIZA			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
18 -20	6	5	11	4	8	12	10	13	23
21 – 25	3	3	6	2	9	11	5	12	17
26 – 30	6	11	17	4	7	11	10	18	28
31-35	8	10	18	3	6	9	11	16	27
Above 35	0	1	1	0	0	0	0	1	1
Total	23	30	53	13	30	43	36	60	96

Activity 1.4 Link young men and women to vocational training and government services to support youth led businesses

During the quarter under review forty youth (28 female and 12 male) were enrolled at Young Africa Skills Centre for various vocational training programs. From the forty youths, thirty three students (23 females and 10 males) managed to complete the theoretical component of the training and now are attached at various organizations within and outside Chitungwiza which are specific to their area of specialization. The curriculum offered included basic computer skills, business skills and the technical skills in the chose field out of a range that includes hairdressing, carpentry, welding, catering and interior decorations. Of the twenty whom we supported in the previous quarter only 40% graduated and the rest failed to complete their training due to relocation.

The youth who completed their vocational training had an opportunity to share how the acquired vocational skills and certification were changing their lives. For those who were trained in hairdressing, the certificates they obtained gave them the opportunity to get operating licenses from the City Council since operating licenses are only given to certified tradespersons. Because the youth previously lacked these certificates, they were having running battles with the Municipal police as they were operating illegally. More so, the training significantly improved their skills as one young woman who was practicing as a hairdresser had never had any formal hairdressing training. Referring to how the training changed her life she said, “I thought I knew what I was doing as a hairdresser, but as early as

my first day in class, I realized I have a lot to learn about hairdressing.” Another young woman who graduated with a certificate in dressmaking got a job in a garment making factory in South Africa a month after the dressmaking training while the others are expecting to start their own business. Many of those who were trained indicated that due to lack of start-up capital for own businesses, they expect to be employed first then accumulate some savings that they would use to start their own businesses later.

The program had a gender breakthrough this quarter as one female (Tryfine Kashangura), successfully and meritoriously completed a training in welding. Welding is widely believed to be a masculine business but she did not only complete the training but she was the best student in her class passing the examinations with distinctions and out-competing everyone in a male dominated class.

Activity 1.5 Leverage local agricultural practices to teach youth agricultural skills and create space for dialogue

One hundred and fifty-two youths (83 female and 69 male) and 18 adults (6 female and 12 male) representing stakeholders and community leadership, benefited from livestock production and management skills. The Ministry of Agriculture’s Department of Livestock Production and Development (LPD) personnel provided the technical expertise and facilitated the four trainings conducted in BHR district. Each ward-level training was conducted over a four-day period. Fifty-two youths (23 female and 29 male) and 10 adults (7 female and 3 male) participated in a 5-day horticulture training. In BHR these agricultural trainings attracted huge numbers of participants as they were viewed by the youth and the community in general as directly providing critical knowledge that could be used in implementing agro based income generating activities. This partially also explains why we had a relatively high number of adults participating alongside with the youths. Though the primary target of this project are the youth, participation of adults (those over the age of 35) is not discouraged. Most adults who participated in the TYZ project activities represented the community leadership such as village heads and by virtue of their participation, youth easily gained access to these leaders and start the process of constructive engagement with them. This is an example of an unplanned but positive output of the project.

Table 4: Youth Trained in Livestock Production

AGE	Livestock Production		
	Male	Female	Total
18-20	13	8	21
21-25	18	14	32
26-30	21	18	39
31-35	31	29	60
35+	6	12	18
Total	89	81	170

Table 5: Youth Trained in Horticulture Production

AGE	Horticulture		
	Male	Female	Total
18-20	6	4	10
21-25	7	7	14
26-30	10	5	15
31-35	6	5	11
35+	3	9	12
Total	32	30	62

Objective 2: Strengthen capacity of youth, communities and local government to protect their communities

Summary of Achievements

- Assessment for feasibility of setting up EWER system in Zimbabwe conducted

Activity 2.1 Analyze Early Warning/Early Response (EWER) system in Zimbabwe to develop recommendations and pilot

A consultant was hired to assess the feasibility of setting up an EWER system in Zimbabwe as part of the TYZ project. The consultant held discussions with UNDP supported Church and Civil Society Forum, representatives of government ministries, NGOs and youth from both BHR and CHT. At a general level, this assessment found out that without a government support and EWER system would not be effective in Zimbabwe and therefore recommended that the project discontinues pursuing EWER system that monitors violent conflicts and support a community hazards monitoring system (please refer to attached assessment report for details). The project will largely adopt these recommendations and work towards community monitors. The proposed idea entails supporting youth to monitor and document community hazards that affect them in their communities and organizing advocacy platforms where they will use the findings of their monitoring activities as evidence for the issues that they will be pushing for.

Activity 2.2 Develop ward level EWER system with youth and the larger community

This activity will be discontinued and substituted with community monitoring. The Peace Building training curriculum that YETT is using to train peace ambassadors will be modified to take care of this proposed addition.

Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them

Summary of Achievements

- Two exchange visits were conducted between BHR and CHT
- One Youth meeting with the Organ on National Healing and Reconciliation ONHRI was organized for 40 youth (22 male and 18 female) from both districts participated

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- in the meeting.
- A youth meeting with the Ministry of Youth was conducted in BHR; 46 youths (25 male and 21 female) and 7 stakeholders (5 male and 2 female) participated in the meeting
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Activity 3.1 Develop youth's leadership and communication skills through training and platforms for community and local government engagement

No trainings were held during the quarter under review for this activity. Attention was on other activities.

Activity 3.2 Consult with local government stakeholders on the value of youth engagement in local forums

YETT facilitated a meeting between youths participating in the project and the Organ on National Healing (ONHRI). This meeting was held in the form of a potluck which was held at YETT's offices in December 2013. During this potluck, YETT screened a video entitled "Two Villages Apart" which was produced by ONHRI as part of the peace building resource materials. After watching the video, participants discussed the role of youths in peace building. Some of the key issues coming out of the discussions were that for any successful peace building interventions, there is need for innovation, calculated risk taking, building strategic alliances with key stakeholders and political neutrality. Participants had the opportunity to interact with an official from and asked her questions they had about what ONHRI is, how they can work together with ONHRI and where ONHRI is located. A total of 64 youths (31 male and 33 female) participated in this activity. These included youths from Buhera, Chitungwiza, Chinhoyi, Domboshava and Ruwa. Eight members of staff from both YETT and Mercy Corps also participated in this activity. With support from other donors, YETT is also working with ONHRI in Domboshava, Chinhoyi and Ruwa. Hence participants from these areas also participated in this meeting as a way of promoting wider sharing of experiences among youth from different parts of the country.

Activity 3.3 Consult with local government stakeholders on the value of youth engagement in local forums

Youth in Buhera had the opportunity to engage with the Ministry of Youth. This engagement took place in the form of a meeting which was held at Murambinda growth point. The meeting was aimed at increasing the ability and opportunities for youths to engage with government (at both local and national level) on issues that affect them. Sensitive issues that involve corrupt activities of ward youth officers, demanding financial payment in exchange of assisting youth to draft project proposals, were brought to light and discussed. Ways of dealing with such issues also formed part of the discussions. A total of 53 youth (29 male and 24 female) participated in this activity.

The dialogue brought about by this meeting will go a long way in setting precedence for the Ministry to prioritize engaging youth as this fosters transparency which is essential for cordial productive relationships for development. The Ministry officials were updated of issues affecting youths on the ground. Now that the Ministry of youth in Buhera is aware of the issues affecting youths within their area of jurisdiction, we now anticipate that the Ministry will move towards addressing these issues.

Table 6: BHR Youth Meeting Participants

AGE	BUHERA		
	Male	Female	Total
18 -20	3	5	8
21 – 25	5	7	12
26 – 30	2	5	7
31-35	15	4	19
35+	5	2	7
Total	30	23	53

Activity 3.4 Facilitate collaborations between youth and government to implement 16 community service projects to improve their communities

The youth identified projects that they would like to implement under this activity and these are: drilling and rehabilitating boreholes, clean up campaigns, repairing of classroom block, construction of school latrines and repairs to portions of service roads. These projects are under environmental review and once approved implementation will commence.

Activity 3.5 Host exchanges between youth in urban and rural areas to develop a deeper understanding of the issues that affect youth in Zimbabwe:

Cross learning visits between the two project sites were organized during the quarter under review. This saw selected youths participating in TYZ project activities in CHT and BHR visiting each other's district. Discussions at the exchanges explored experiences, challenges and lessons learned on activities being implemented using the knowledge and skills derived from trainings offered under the TYZ project.

Apart from the project related skills and knowledge derived from this cross learning activity, the youths from BHR and CHT also got to appreciate the differences in the ways of life of an urban youth and a rural youth. Youth also got to develop vital networks with their counterparts. These networks could be used for continued knowledge and information sharing long after the actual exchange visit exercise has been completed. The exchange visits also exposed youths to knowledge on how they can start and run their own income generating projects.

Table 7: Exchange visit participants

AGE	BUHERA			CHITUNGWIZA			BOTH DISTRICTS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
18-20	5	2	7	1	4	5	6	6	12
21-25	6	3	9	2	4	6	8	7	15
26-30	5	4	9	2	1	3	7	5	12

31-35	3	8	11	2	1	3	5	9	14
35+	8	2	10	0	0	0	8	0	8
Total	27	19	46	7	10	17	34	27	61

4. GENDER ANALYSIS

It emerged that the level of participation for female youths in urban and rural area was relatively higher than their male counterparts in most project activities under review. The trend mainly generated for the ISALS training and vocational skills training in the urban setup district. The major cause of this can be directly linked to the fact that most young women become responsible for their families either by being married or as single mothers. Most of the male youths were keen to participate in the activities that focused on income generating activities which enabled them to access some income quickly. On the other and the female youth were prepared to take longer times in learning new skills and then implementing various activities using the knowledge gained. It was also interesting to note that some female youths were now interested in vocational skills training which used to be male dominated and vice versa for the males. Kudzai Sandu is one of the females who were enrolled in the metal fabrication field (welding, which is male dominated) and Valentine McDonald Katora was one male youth who enrolled in the interior decoration vocational skills training (a vocation which is female dominated) and both fully participated in the training and are pursuing their training. This has shown that the community is starting to accept that career development and income generating activities can be carried out by anyone in the community irrespective of their sex.

However, cumulative analysis of the project activities to date shows that there is a slight difference in the level of participation in the overall program activities, with males dominating at 51.84% while the percentage of females that have participated in the project to-date stands at 48.16%.

5. LESSONS LEARNED

The program team is finding that youth are becoming more invested in their communities. In Buhera, it is interesting to note that youth are increasingly participating in community activities. Approximately 20% of the youth had joined some youth related groups in the nine months since the project was initiated. The groups included the Young People Network on Sexual and Reproduction Health, promoting responsible sexual behavior amongst the youth, and the Anti-domestic Violence Club, responsible for reducing the prevalence and effects of domestic violence. Some youth are working closely with the Musasa Project in activism against domestic violence putting to use skills learned during peacebuilding and conflict resolution training.

It was revealed, during the quarterly assessment that the youth were generally taking up issues with the local authorities in both Buhera and Chitungwiza. The councilor of ward 15 after complaints from the youth that the local mining company, Shawa mine, was recruiting casual workers outside the area took the mine management to task. Consequently, some youth from the ward got recruited as casual workers.

Some youths approached the Buhera Rural District Council over their removal from where they were selling second hand clothes to areas far away from the business center which was affecting their business. Although the decision was not reversed, the fact that the youth were following legal grievance procedure to vent out their grievances was commendable. In Chitungwiza, some youths in ward 5 approached the City Council Engineer to consider the option of drilling boreholes in Chitungwiza and give a lasting solution for water shortage problems in the city as part of their community service project. Although the City council officials were a bit surprised by the fact that youths are now demanding space to contribute positively to the betterment of their communities it was intriguing to note that the youth from the program were making such responsible efforts to research about a technology and how it could be implemented to serve a large number of people in Chitungwiza.

6. PLANS FOR THE NEXT PERIOD: January – March 2014

ACTIVITY	PERSON RESPONSIBLE	Month		
		1	2	3
Objective 1: Increase youth's confidence to invest in their communities by supporting youth-led businesses.				
1.1 Train youth in life skills, psychosocial, and business skills				
1.1.1 Community sensitization meetings	Program Manager			
1.1.2 Revise Training Materials	Program Manager			
1.1.3 Conduct Business Training	Program Manager			
1.1.4 Life skills and psychosocial training	Program Manager			
1.2 Conduct youth-led market assessments for livelihood opportunities in Buhera and Chitungwiza				
1.2.1 Dissemination of Market Assessment Results to Youth and stakeholders	Program Manager			
1.4 Link young men and women to vocational training and government services to support youth-led businesses				
1.4.1 Recruitment of vocational skills trainees	Program Manager			
1.4.2 Agricultural skills training	Program Manager			
1.5 Leverage local agricultural practices to teach youth agricultural skills and create space for dialogue				
1.5.1 Community Gardening	Program Manager			
1.5.2 Repair of fences/boreholes around gardens	Program Manager			
1.5.3 Input supply and distribution	Program Manager			
1.6 Pair Youth with mentors to strengthen their businesses				

ACTIVITY	PERSON RESPONSIBLE	Month		
		1	2	3
1.6.1 Business mentors identification	Program Manager			
1.6.2 Mentor and mentee meetings /monitoring	Program Manager			
1.6.3 Lessons sharing events between youth and mentors	Program Manager			
Objective 2: Strengthen capacity of youth, communities and local government to protect their communities				
2.1 Analyze Early Warning/Early Response (EWER) system in Zimbabwe to develop recommendations and pilot.				
2.1.1 Develop Community Monitoring Training Tool kit	Technical Advisor/YETT			
2.1.2 Community Monitoring Training	YETT			
2.1.3 Community Monitoring Chitungwiza and Buhera	YETT			
2.1.4 Public awareness session on advocacy issues monitored	YETT			
2.2 Establish community-level EWER mechanisms with youth and the larger community				
2.2.1 Identify youth undergo peace ambassadors training	Program Manager and YETT			
2.2.2 Conduct Peace Ambassadors Training	YETT			
2.3 Establish youth networks to pull youth out of violence.				
2.3.1 Review and adapt Sport for Peace Curriculum	Program Manager			
2.3.2 Conduct Training psycho social support training for “Big Brother/Big Sister	Program Manager and YETT			
Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.				
3.1 Develop youth's leadership and communication skills through training and platforms for community and local government engagement.				
3.1.1 Leadership and Advocacy Training (Cohort Two)	YETT with Mercy Corps oversight			
3.1.2 Capacity building training for Youth Organizations	YETT			
3.1.3 Community Monitoring/Safety Training	YETT			
3.1.4 Technical Support to Youth Organizations	YETT			
3.2 Consult with local government stakeholders on the value of youth engagement in local forums.				
3.2.3 Meeting with Ministry of Youth Development	YETT			
3.3 Facilitate collaborations between youth and government to implement 16 community service projects to improve their communities				
3.3.1 award sub grants for community service projects	Program Manager			
3.3.2 Procure and distribute community service materials	Program Manager			
3.3.3 Provide technical support to youth implementing community service projects	Program Manager			

3. 5 Conduct information campaigns around National Youth Policy and the National Healing Framework

3.5.1 Produce and distribute T shirts for Advocacy Campaigns	YETT			
3.5.2 Produce and distribute IEC materials for Advocacy campaigns	YETT			
<i>Program Evaluation</i>				
Conduct mid-term capacity evaluation	M&E Officer			
<i>Reporting</i>				
Financial reports	Finance Manager			
Program Performance reports	Program Manager			
Project Closeout Plan	Program Manager			